

Leadership is taking ownership, being proactive, self-standing and leading positive change

What we consider key components of leadership	Example of behavior	We believe that by doing these things you will lead positive change and contribute to a better company.		
Ownership	You take full responsibility for your work and make sure that each of your tasks are completed on time and with an appropriate level of quality		We believe that by doing these things you will lead positive change and contribute to a better company.	
Being proactive	You always try to find ways to improve the company – especially when you don't have other things on your plate (this goes both within your team and across teams). You don't "wait" for instructions, but act proactively to identify improvement areas.			We believe that by doing these things you will lead positive change and contribute to a better company.
Self-standing	You are able to "find a way" to solve most tasks without depending on detailed micro-management – and you "dare" to suggest a solution – knowing that there is a good chance that it might be changed in the end.			